

Combined Financial Statements of

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN**

(As of August 1, 2015, the Plans are the responsibility of The Civic and Police Employees' Group Life Insurance Plans Corporation, a wholly owned City of Winnipeg municipal corporation)

December 31, 2024



KPMG LLP

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of The Civic and Police Employees' Group Life Insurance Plans Corporation

Opinion

We have audited the combined financial statements of the City of Winnipeg Civic Employees' Group Life Insurance Plan and Police Employees' Group Life Insurance Plan (the "Entity"), which comprise the combined statement of financial position as at December 31, 2024, and the combined statement of changes in net assets, the combined statement of changes in benefit obligations and combined statement of changes in surplus, for the year then ended, and a summary of significant accounting policies and other explanatory information (hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2024, and its changes in net assets available for benefits, and its changes in pension obligation for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditor's Responsibilities for the Audit of the Financial Statements**" section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- Provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

KPMG LLP

Chartered Professional Accountants

Winnipeg, Canada

June 18, 2025

THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

COMBINED STATEMENT OF FINANCIAL POSITION

As at December 31, 2024, with comparative information for 2023
(in \$ thousands)

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value		
Bonds and debentures	\$ 67,331	\$ 66,949
Canadian equities	73,507	62,242
Foreign equities	71,426	58,339
Real Estate	10,852	11,106
Infrastructure	12,076	11,565
Cash and short-term deposits	1,028	1,690
	<u>236,220</u>	211,891
Accounts receivable - dividends	442	352
Accounts receivable	16	16
Due from The Winnipeg Civic Employees' Pension Plan	53	13
Participant's contributions receivable	<u>-</u>	<u>1</u>
Total Assets	<u>236,731</u>	<u>212,273</u>
LIABILITIES		
Accounts payable	<u>639</u>	<u>645</u>
Total Liabilities	<u>639</u>	<u>645</u>
NET ASSETS (Note 4)	<u>236,092</u>	<u>211,628</u>
BENEFIT OBLIGATIONS		
Civic Employees' Group Life Insurance Plan (Note 5)	80,837	78,366
Police Employees' Group Life Insurance Plan (Note 6)	23,525	22,327
	<u>104,362</u>	<u>100,693</u>
SURPLUS	<u>\$ 131,730</u>	<u>\$ 110,935</u>
SURPLUS COMPRISED OF:		
Civic Employees' Group Life Insurance Plan (Note 5)	\$ 105,443	\$ 89,575
Police Employees' Group Life Insurance Plan (Note 6)	<u>26,287</u>	<u>21,360</u>
	<u>\$ 131,730</u>	<u>\$ 110,935</u>

See accompanying notes to the combined financial statements

THE CITY OF WINNIPEG

CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN

COMBINED STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the year ended December 31, 2024, with comparative information for 2023

(in \$ thousands)

	<u>2024</u>	<u>2023</u>
INCREASE IN ASSETS		
Contributions		
Employees - basic	\$ 353	\$ 880
Employees - optional	<u>293</u>	<u>291</u>
	646	1,171
City of Winnipeg and participating employers	353	880
Pensioners	<u>65</u>	<u>159</u>
	1,064	2,210
Investment income (Note 8)	5,780	6,721
Current period change in fair value of investments	<u>19,008</u>	<u>9,757</u>
	25,852	18,688
DECREASE IN ASSETS		
Benefit payments	6,752	5,679
Claims administration and taxes	277	275
Administration	289	241
Investment management fees	192	190
Actuarial fees	<u>3</u>	<u>38</u>
	7,513	6,423
NET INCREASE IN NET ASSETS FOR THE YEAR	18,339	12,265
NET ASSETS, BEGINNING OF YEAR	<u>167,941</u>	<u>155,676</u>
NET ASSETS, END OF YEAR (NOTE 4)	<u><u>\$ 186,280</u></u>	<u><u>\$ 167,941</u></u>

See accompanying notes to the combined financial statements

THE CITY OF WINNIPEG

CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN

COMBINED STATEMENT OF CHANGES IN BENEFIT OBLIGATIONS

For the year ended December 31, 2024, with comparative information for 2023

(in \$ thousands)

	2024	2023
INCREASE IN BENEFIT OBLIGATIONS		
Interest accrued on benefits	\$ 4,261	\$ 4,143
Benefits accrued	2,261	2,311
Total increase in benefit obligations	6,522	6,454
DECREASE IN BENEFIT OBLIGATIONS		
Benefits paid	4,051	4,516
Total decrease in benefit obligations	4,051	4,516
NET INCREASE IN BENEFIT OBLIGATIONS FOR THE YEAR	2,471	1,938
BENEFIT OBLIGATIONS, BEGINNING OF YEAR	78,366	76,428
BENEFIT OBLIGATIONS, END OF YEAR	<u>\$ 80,837</u>	<u>\$ 78,366</u>

COMBINED STATEMENT OF CHANGES IN SURPLUS

For the year ended December 31, 2024, with comparative information for 2023

(in \$ thousands)

	2024	2023
Net increase in net assets for the year	\$ 18,339	\$ 12,265
Net (increase) in benefit obligations for the year	(2,471)	(1,938)
NET INCREASE IN SURPLUS FOR THE YEAR	15,868	10,327
SURPLUS, BEGINNING OF YEAR	89,575	79,248
SURPLUS, END OF YEAR	<u>\$ 105,443</u>	<u>\$ 89,575</u>

See accompanying notes to the combined financial statements

THE CITY OF WINNIPEG
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

COMBINED STATEMENT OF CHANGES IN NET ASSETS

For the year ended December 31, 2024, with comparative information for 2023

(in \$ thousands)

	<u>2024</u>	<u>2023</u>
INCREASE IN ASSETS		
Contributions		
Employees - basic	\$ 106	\$ 302
Employees - optional	129	121
	<u>235</u>	423
City of Winnipeg	106	295
Pensioners	23	60
	<u>364</u>	778
Investment income (Note 8)	1,537	1,746
Current period change in fair value of investments	4,944	2,535
	<u>6,845</u>	5,059
DECREASE IN ASSETS		
Benefit payments	532	1,473
Administration	75	63
Claims administration and taxes	57	54
Investment management fees	53	51
Actuarial fees	3	38
	<u>720</u>	1,679
NET INCREASE IN NET ASSETS FOR THE YEAR	6,125	3,380
NET ASSETS, BEGINNING OF YEAR	43,687	40,307
NET ASSETS, END OF YEAR (NOTE 4)	<u>\$ 49,812</u>	<u>\$ 43,687</u>

See accompanying notes to the combined financial statements

THE CITY OF WINNIPEG

POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

COMBINED STATEMENT OF CHANGES IN BENEFIT OBLIGATIONS

For the year ended December 31, 2024, with comparative information for 2023
(in \$ thousands)

	2024	2023
INCREASE IN BENEFIT OBLIGATIONS		
Interest accrued on benefits	\$ 1,227	\$ 1,161
Benefits accrued	556	581
Total increase in benefit obligations	1,783	1,742
DECREASE IN BENEFIT OBLIGATIONS		
Benefits paid	585	488
Total decrease in benefit obligations	585	488
NET INCREASE IN BENEFIT OBLIGATIONS FOR THE YEAR	1,198	1,254
BENEFIT OBLIGATIONS, BEGINNING OF YEAR	22,327	21,073
BENEFIT OBLIGATIONS, END OF YEAR	\$ 23,525	\$ 22,327

COMBINED STATEMENT OF CHANGES IN SURPLUS

For the year ended December 31, 2024, with comparative information for 2023
(in \$ thousands)

	2024	2023
Net increase in net assets for the year	\$ 6,125	\$ 3,380
Net (increase) in benefit obligations for the year	(1,198)	(1,254)
NET INCREASE IN SURPLUS FOR THE YEAR	4,927	2,126
SURPLUS, BEGINNING OF YEAR	21,360	19,234
SURPLUS, END OF YEAR	\$ 26,287	\$ 21,360

See accompanying notes to the combined financial statements

THE CITY OF WINNIPEG

CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

(As of August 1, 2015, the Plans are the responsibility of The Civic and Police Employees' Group Life Insurance Plans Corporation, a wholly owned City of Winnipeg municipal corporation)

Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

1. Description of Plans

The City of Winnipeg sponsors two group life insurance plans: i) the *Civic Employees' Group Life Insurance Plan* for employees of the City of Winnipeg; other than police officers, and certain other employers which participate in the *Plan*, and ii) the *Police Employees' Group Life Insurance Plan* for police officers of the City of Winnipeg (separately, the "*Plan*"; together, the "*Plans*").

The *Plans* are constituted pursuant to City of Winnipeg By-Law 80/2015, which took effect on August 1, 2015. The predecessor plans – the *Civic Employees' Group Life Insurance Plan* and *Police Employees' Group Life Insurance Plan*, which operated pursuant to By-Laws 5644/91 and 5643/91, respectively, were continued under By-Law 80/2015, but with amendment and restatement related to their governance and financial structure.

a) Civic Employees' Group Life Insurance Plan

All employees are eligible to join the *Plan* commencing on their date of employment. All new members of *The Winnipeg Civic Employees' Pension Plan* must become members of the *Plan*. *Plan* members are covered for basic life insurance of one or two times annual earnings. Optional coverage can be purchased under the *Plan* to increase coverage up to four times annual earnings. A portion of the basic life insurance coverage can be continued after retirement at the employee's option. *Plan* members and the City share equally in the cost of the basic life insurance coverage until retirement. Coverage on the life of a disabled member continues at the same earnings multiple prior to disability. A waiver of contributions is provided for insurance coverage in effect at the time of disability.

b) Police Employees' Group Life Insurance Plan

All police officers are required to become members of the *Plan* commencing on their date of employment. *Plan* members are covered for basic life insurance coverage of two times annual earnings. Optional coverage can be purchased under the *Plan* to increase coverage up to four times annual earnings. A portion of the basic life insurance coverage can be continued after retirement at the employee's option. The employees and the City share equally in the cost of basic life insurance until retirement. Coverage on the life of disabled members continues at the same earnings multiple prior to disability. A waiver of contributions is provided for insurance coverage in effect at the time of disability.

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Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

2. Summary of Significant Accounting Policies

a) Basis of presentation

These combined financial statements are prepared on a going concern basis and in accordance with Canadian accounting standards for pension plans, which also apply to these benefit plans. In selecting accounting policies not otherwise addressed by Canadian accounting standards for pension plans, Canadian accounting standards for private enterprises ("ASPE") have been applied. The combined financial statements present the aggregate financial position of the *Plans* as separate financial reporting entities, independent of the sponsor and *Plan* members. They are prepared to assist *Plan* members and others in reviewing the activities of the *Plans* for the fiscal period.

The combined financial statements include the accounts of *The Civic and Police Employees' Group Insurance Plans Corporation* (the "*Corporation*"), which as part of its mandate maintains, invests, manages and administers the New Civic Insurance Fund and the New Police Insurance Fund. The combined financial statements also include the accounts of the Old Civic Insurance Fund and the Old Police Insurance Fund, which are administered and held in trust by the *Corporation* in its capacity as trustee (the "*Trustee*") within the *Plans'* financial structure.

The combined financial statements also include contributions and related insurance premiums which are directly applied at source by the *Corporation*, acting in a trust capacity. Inter-fund transactions and balances are eliminated for *Plan* reporting purposes.

Under the insurance contract, the *Plans* bear the full claims experience, together with related claims administration expenses. Insurance premiums in amounts equal to insurance claims and related claims administration expenses are reclassified for *Plan* reporting purposes as benefits and claims administration expenses, respectively. Any excess premiums arising in the year are ultimately refunded and are recognized as an amount due from the Canada Life Assurance Company. Similarly, any premium shortfalls must ultimately be settled and are recognized as amounts due to the Canada Life Assurance Company.

The benefit obligations presented in the combined financial statements of the *Plan* relate to the obligations of the City of Winnipeg under By-law 80/2015.

These combined financial statements include the operating results for the year ended December 31, 2024, with comparatives for the year ended December 31, 2023.

A supplementary schedule is attached to these financial statements, which provides financial information about the New Insurance Funds and Old Insurance Funds which comprise the *Plans*.

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CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

(As of August 1, 2015, the Plans are the responsibility of The Civic and Police Employees' Group Life Insurance Plans Corporation, a wholly owned City of Winnipeg municipal corporation)

Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

2. Summary of Significant Accounting Policies (continued)

b) Investments and investment income

Investments are stated at fair value. Fair value represents the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal (or most advantageous) market at the measurement date under current market conditions. The fixed income investments are valued either using published market prices or by applying valuation techniques that utilize observable market inputs. The equity investments are valued using published market prices. For infrastructure investments, where quoted market prices are not available, various methods of valuation are used by the external manager to determine fair value including the use of: discounted cash flows, earnings multiples, prevailing market rates for instruments with similar characteristics or other pricing models as appropriate. Short-term deposits are recorded at cost, which together with accrued interest income, approximates fair value. Investment transactions are recognized on a trade date basis. Investment income is recorded on the accrual basis.

c) Financial instruments other than investments

Financial instruments other than investments include accrued contributions receivable, premiums payable and accounts payable. Financial assets other than investments and financial liabilities are recognized in the *Plans'* Combined Statement of Financial Position when the Plans become a party to the contractual provisions of the instrument. All financial assets and financial liabilities are initially measured at fair value.

The *Plans'* contributions receivables are measured at amortized cost, where the amortized cost equals the amount at which the receivable is measured at initial recognition minus the principal repayments, plus the cumulative amortization using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any loss allowance.

The *Plans'* financial liabilities are measured subsequently at amortized cost.

d) Foreign currency translation

Assets and liabilities denominated in foreign currencies are translated into Canadian dollars at the exchange rates prevailing at the year end. Income and expenses, and the purchase and sale of investments, are translated into Canadian dollars at the exchange rates prevailing on the transaction dates.

e) Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for pension plans, which also apply to these benefit plans, requires management to make estimates and assumptions that affect the reported amounts of

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Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

2. Summary of Significant Accounting Policies (continued)

e) Use of estimates (continued)

certain assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets, obligations, and surplus during the year. Actual results could differ from those estimates.

3. Financial Structure

The *Plans*' financial structure is in accordance with the requirements of City of Winnipeg By-law 80/2015.

As of August 1, 2015, the *Plans* are the responsibility of the *Corporation*, incorporated pursuant to *The Corporations Act* (Manitoba) as a corporation with share capital. All of the issued and outstanding shares in the capital of the *Corporation* are owned by the City of Winnipeg.

The *Corporation* was established to maintain, manage and administer the *Plans* (including their related funds) sponsored by the City of Winnipeg, in both its own capacity and in its capacity as *Trustee*. The *Corporation's* mandate is in accordance with the requirements of City of Winnipeg By-Law 80/2015, which took effect on August 1, 2015.

On August 1, 2015, pursuant to restructure, the net assets of the predecessor *Plans* were conveyed to the *Trustee* on behalf of the Old Civic Insurance Fund and Old Police Insurance Fund, respectively. The conveyed assets were subsequently sold to the *Corporation* at fair market value. In exchange for the investments sold, the *Trustee* received non-interest-bearing promissory notes, which are held and accounted for within the Old Civic Insurance Fund and Old Police Insurance Fund. The conveyed assets acquired by the *Corporation*, as referenced above, are held and accounted for within the New Civic Insurance Fund and New Police Insurance Fund, respectively.

Each of the New Civic Insurance Fund and New Police Insurance Fund is held within the *Corporation*. Each of the Old Civic Insurance Fund and Old Police Insurance Fund is held in trust by the *Corporation* in its capacity as the *Trustee*. In addition, the *Corporation*, acting in an informal trust capacity, collects the portion of the *Plans*' contributions to be remitted on a first applied basis to the *Plans*' insurance company, and accordingly, may at any point hold in trust contributions equal to unremitted premiums.

The assets of the Old Civic Insurance Fund and the Old Police Insurance Fund are available to fund a portion of the premiums for retirees under the *Plans*. These assets will diminish as they are used to fund insurance premiums for retired members in accordance with the respective *Plans*.

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Notes to the Combined Financial Statements

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(in \$ thousands)

3. Financial Structure (continued)

Effective August 1, 2015, all contributions to the *Plans* which are not first applied to insurance premiums are credited to the New Civic Insurance Fund and New Police Insurance Fund, as applicable. All investment earnings on and after August 1, 2015 which relate to the assets of the New Civic Insurance Fund and New Police Insurance Fund are credited to the New Civic Insurance Fund and New Police Insurance Fund, respectively.

All *Plan* administration and corporate operating costs on and after August 1, 2015 related to the *Plans* are charged to the New Civic Insurance Fund and New Police Insurance Fund, respectively.

The assets of the New Civic Insurance Fund and New Police Insurance Fund are available to fund a portion of the premiums for retirees under the respective *Plans*.

The By-Law permits the *Corporation* to transfer ownership of funds from the New Civic Insurance Fund to the Old Civic Insurance Fund and from the New Police Insurance Fund to the Old Police Insurance Fund, if it is determined by the Directors of the *Corporation* to be in the overall best interests of the *Plan* members.

The *Corporation* has arranged for the Program Administration staff of *The Winnipeg Civic Employees' Benefits Program* to perform the day-to-day administration, excluding investments. The *Plans'* investments are managed by the City of Winnipeg, with RBC Investor and Treasury Services acting as the *Plans'* custodian. The Canada Life Assurance Company is responsible for claims adjudication and processing of payments.

4. Net Assets

The *Plans'* net assets represent reserves that are available to finance the portion of the post-retirement insurance expected to be provided in the future to the members of the *Plans* that are not financed by retiree contributions. The reserves are also available to finance the related future insurer charges and *Plans'* administration costs.

The *Plan's* net assets are allocated as follows:

	2024 <u>Fair Value</u>	2023 <u>Fair Value</u>
Net Assets – Civic Employees' Group Life Insurance Plan	\$ 186,280	\$ 167,941
Net Assets – Police Employees' Group Life Insurance Plan	49,812	43,687
	<u>\$ 236,092</u>	<u>\$ 211,628</u>

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CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

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Notes to the Combined Financial Statements

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(in \$ thousands)

5. *Obligation for Post-Retirement Basic Life Insurance Benefits – Civic Employees' Group Life Insurance Plan*

An actuarial valuation of the *Plan* was performed as of December 31, 2022 by Eckler Ltd. The results of the December 31, 2022 actuarial valuation were extrapolated to December 31, 2024, to determine the actuarial present value of accrued post-retirement basic life insurance benefits disclosed in the Combined Statement of Financial Position as at December 31, 2024. For the comparative 2023 figures, the results of the December 31, 2022 actuarial valuation were used to determine the actuarial present value of accrued post-retirement basic life insurance benefits disclosed in the Combined Statement of Financial Position as at December 31, 2023.

The assumptions used were approved by the *Corporation*. The economic assumptions used in determining the actuarial value of accrued post-retirement basic life insurance benefits were developed by reference to expected long term economic and investment market conditions. Significant long-term actuarial assumptions used in preparing the financial statements included a discount rate of 5.50% (2023 – 5.50%) per year and general increases in pay of 3.25% (2023 – 3.25%) per year. The demographic assumptions, including rates of termination of employment, disability, retirement and mortality were chosen after detailed analysis of past experience. The actuarial present value of accrued benefits was determined using the projected benefit method pro-rated on services.

The triennial actuarial valuation as at December 31, 2022 disclosed an actuarial surplus of \$68,253 (2019 – \$46,146) and a contingency reserve in the amount of \$11,464 (2019 – \$11,537). The next actuarial valuation of the *Plan* is expected to be prepared as at December 31, 2025.

In determining the surplus or deficiency for actuarial valuation purposes, and to be consistent with the assumptions used to determine the actuarial present value of benefits, the actuarial value of the assets was determined from fair values. The actuarial value placed on the assets smooths out fluctuations in fair values by spreading the difference between expected returns and actual returns, including unrealized gains and losses, over five years.

The effect of using a smoothed value of assets of the *Plan* in determining the estimated actuarial surplus or deficiency is as follows:

	<u>2024</u>	<u>2023</u>
Surplus for financial statement reporting purposes	\$ 105,443	\$ 89,575
Fair value changes not reflected in actuarial value of assets	(17,092)	(5,881)
Surplus for actuarial valuation purposes, as estimated	\$ 88,351	\$ 83,694

THE CITY OF WINNIPEG

CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

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Notes to the Combined Financial Statements

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(in \$ thousands)

6. *Obligation for Post-Retirement Basic Life Insurance Benefits – Police Employees' Group Life Insurance Plan*

An actuarial valuation of the *Plan* was performed as of December 31, 2022 by Eckler Ltd. The results of the December 31, 2022 actuarial valuation were extrapolated to December 31, 2024, to determine the actuarial present value of accrued post-retirement basic life insurance benefits disclosed in the Combined Statement of Financial Position as at December 31, 2024. For the comparative 2023 figures, the results of the December 31, 2022 actuarial valuation were used to determine the actuarial present value of accrued post-retirement basic life insurance benefits disclosed in the Combined Statement of Financial Position as at December 31, 2023.

The assumptions used were approved by the *Corporation*. The economic assumptions used in determining the actuarial value of accrued post-retirement basic life insurance benefits were developed by reference to expected long term economic and investment market conditions. Significant long-term actuarial assumptions used in preparing the financial statements included a discount rate of 5.50% (2023 – 5.50%) per year and general increases in pay of 3.25% (2023 – 3.25%) per year. The demographic assumptions, including rates of termination of employment, disability, retirement and mortality were chosen after detailed analysis of past experience. The actuarial present value of accrued benefits was determined using the projected benefit method pro-rated on services.

The triennial actuarial valuation as at December 31, 2022 disclosed an actuarial surplus of \$16,043 (2019 – \$11,429) and a contingency reserve in the amount of \$3,161 (2019 – \$3,033). The next actuarial valuation of the *Plan* is expected to be prepared as at December 31, 2025.

In determining the surplus or deficiency for actuarial valuation purposes, and to be consistent with the assumptions used to determine the actuarial present value of benefits, the actuarial value of the assets was determined from fair values. The actuarial value placed on the assets smooths out fluctuations in fair values by spreading the difference between expected returns and actual returns, including unrealized gains and losses, over five years.

The effect of using a smoothed value of assets of the *Plan* in determining the estimated actuarial surplus or deficiency is as follows:

	<u>2024</u>	<u>2023</u>
Surplus for financial statement reporting purposes	\$ 26,287	\$ 21,360
Fair value changes not reflected in actuarial value of assets	(4,523)	(1,631)
Surplus for actuarial valuation purposes, as estimated	\$ 21,764	\$ 19,729

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CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN

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Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

7. Management of Financial Risk

In the normal course of business, the Plans' investment activities expose it to a variety of financial risks. The Plans seek to minimize potential adverse effects of these risks on the Plans' performance by hiring professional, experienced portfolio managers, by regular monitoring of the Plans' position and market events and by diversifying the investment portfolio within the constraints of the investment policy and objectives. Significant risks that are relevant to the Plans are discussed below.

a) Credit risk

Credit risk arises from the potential for an investee to fail or to default on its contractual obligations to the *Plans*, and is concentrated in the *Plans'* investment in bonds and debentures and short-term deposits. At December 31, 2024, the *Plans'* credit risk exposure related to bonds and debentures and short-term deposits totaled \$68,359 (2023 - \$68,639).

The *Plans'* concentration of credit risk as at December 31, 2024, related to bonds and debentures, is categorized amongst the following types of issuers:

<u>Type of Issuer</u>	<u>2024</u> <u>Fair Value</u>	<u>2023</u> <u>Fair Value</u>
Provincial and Provincial guaranteed	\$ 19,459	\$ 19,080
Government of Canada and Government		
of Canada guaranteed	10,503	13,591
Corporations and other institutions	37,369	34,278
	<u>\$ 67,331</u>	<u>\$ 66,949</u>

The Plans limit credit risk by investing in bonds and debentures of investees that are considered to be high quality credits and by utilizing an internal Investment Policy Guideline monitoring process.

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(As of August 1, 2015, the Plans are the responsibility of The Civic and Police Employees' Group Life Insurance Plans Corporation, a wholly owned City of Winnipeg municipal corporation)

Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

7. Management of Financial Risk (continued)

a) Credit risk (continued)

As at December 31, bonds and debentures analyzed by credit rating are as follows:

<u>Credit Rating</u>	<u>2024</u>		<u>2023</u>	
	<u>Percent of Total Bonds</u>	<u>Percent of Net Assets</u>	<u>Percent of Total Bonds</u>	<u>Percent of Net Assets</u>
AAA	19.5%	5.6%	26.1%	8.3%
AA	28.2	8.0	26.6	8.4
A	14.8	4.2	15.7	5.0
BBB	16.2	4.6	18.5	5.9
OTHER	21.3	6.1	13.1	4.1
	100.0%	28.5%	100.0%	31.7%

b) Liquidity risk

Liquidity risk is the risk that the *Plans* will encounter difficulty in meeting obligations associated with financial liabilities. The *Plans* ensure they retain sufficient cash and short-term investment positions to meet their cash flow commitments, including the ability to fund benefit payments and to fund investment commitments. The *Plans* invest solely in securities that are traded in active markets and can be readily disposed.

c) Interest rate risk

Interest rate risk is the risk that the fair value of the *Plans'* interest-bearing investments will fluctuate due to changes in market interest rates. The *Plans'* exposure to interest rate risk is concentrated in its investment in bonds and debentures and short-term investments.

The *Plans'* actuarial liabilities are also exposed to fluctuations in long term interest rates as well as expectations of salary escalation. The *Plans'* primary exposure is to a decline in the long-term rate of return which may result in higher contribution rates required to meet the *Plans'* obligations.

The *Plans* have approximately 29% (2023 – 32%) of their assets invested in fixed income securities as at December 31, 2024. The returns on fixed income securities are particularly sensitive to changes in nominal interest rates.

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(in \$ thousands)

7. Management of Financial Risk (continued)

c) Interest rate risk (continued)

The term to maturity and related fair values of investments in bonds and debentures held by the *Plans* at December 31, 2024 are as follows:

<u>Term to Maturity</u>	<u>2024 Fair Value</u>	<u>2023 Fair Value</u>
Less than one year	\$ 8,215	\$ 3,682
One to five years	15,957	17,407
Greater than five years	43,159	45,860
	<u>\$ 67,331</u>	<u>\$ 66,949</u>

As at December 31, 2024, had prevailing interest rates raised or lowered by 0.5% (2023 0.5%) assuming a parallel shift in the yield curve, with all other variables held constant, the fair value of investments in bonds and debentures would have decreased or increased, respectively, by approximately \$2,444 (2023 - \$2,447), approximately 1.0% of total net assets (2023 - 1.1%). The *Plans'* sensitivity to interest rate changes was estimated using the weighted average duration of the bond portfolio. In practice, the actual results may differ and the difference could be material.

d) Foreign currency risk

Foreign currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. Foreign currency exposure arises from the *Plans'* holdings of foreign equity investments and short-term deposits. The *Plans'* investment managers may, from time to time, hedge some of this exposure using forward contracts. The table below indicates the *Plans'* net foreign currency exposure after giving effect to the net related economic hedge as at December 31, 2024.

The table also illustrates the potential impact to the *Plans'* net assets, all other variables held constant, as a result of a 10% change in these currencies relative to the Canadian dollar. In practice, the actual results may differ from this sensitivity analysis and the difference could be material.

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(in \$ thousands)

7. Management of Financial Risk (continued)

d) Foreign currency risk (continued)

	2024				2023	
	Gross Exposure	Net Foreign Currency Hedge	Net Exposure	Impact on Net Assets	Net Exposure	Impact on Net Assets
United States	\$ 41,486	\$ -	\$ 41,486	\$ 4,149	\$ 31,495	\$ 3,150
Euro Countries	8,404	-	8,404	840	7,936	794
Japan	7,488	-	7,488	749	6,562	656
United Kingdom	4,419	-	4,419	442	4,042	404
Switzerland	2,624	-	2,624	253	2,533	253
Australia	2,294	-	2,294	264	2,157	216
Sweden	1,135	-	1,135	113	981	98
"Other"	3,566	-	3,566	357	3,268	327
	\$ 71,427	\$ -	\$ 71,427	\$ 7,143	\$ 58,974	\$ 5,898

e) Other price risk

Other price risk is the risk that the value of investments will fluctuate as a result of changes in market prices (other than those arising from interest rate risk or currency risk) whether those changes are caused by factors specific to an individual asset or its issuer, or factors affecting all securities traded in the market. All securities present a risk of loss of capital. The *Plans'* policy is to invest in a diversified portfolio of investments. As well, the *Plans* investment manager moderates this risk through careful selection of securities and other financial instruments within the parameters of the investment policy and strategy. The maximum risk resulting from financial instruments is equivalent to their fair value.

For these *Plans*, the most significant exposure to other price risk is from its investment in equity securities. As at December 31, 2024, had the prices on the respective stock exchanges for these securities increased or decreased by 15%, with all other variables held constant, net assets would have increased or decreased by approximately \$21,740 (2023 – \$18,087), approximately 9.2% of total net assets (2023 – 8.6%). In practice, the actual results may differ and the difference could be material.

The *Plans* also have exposure to valuation risk through its holdings of infrastructure investments, for which quoted market prices are not available.

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(in \$ thousands)

7. Management of Financial Risk (continued)

e) Other price risk (continued)

As at December 31, 2024, the estimated fair value of infrastructure investments is \$12,076 (2023 – \$11,565), approximately 5.1% of total net assets (2023 – 5.5%), and the related change in fair value of investments recognized for the year ended December 31, 2024 is \$512 (2023 - \$871).

f) Fair value hierarchy

Financial instruments recorded at fair value on the Combined Statement of Financial Position are classified using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. The fair value hierarchy has the following levels: Level 1 – valuation based on quoted prices (unadjusted) in active markets for identical assets or liabilities; Level 2 – valuation techniques based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly; and, Level 3 – valuation techniques using inputs for the asset or liability that are not based on observable market data (unobservable inputs). The fair value hierarchy requires the use of observable market inputs whenever such inputs exist. A financial instrument is classified to the lowest level of the hierarchy for which a significant input has been considered in measuring fair value.

The following tables present the investment assets recorded at fair value in the Combined Statement of Financial Position as at December 31, 2024 and December 31, 2024, classified using the fair value hierarchy described above:

	2024 Total Investment Assets at Fair Value			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Bonds and debentures	\$ 67,331	\$ -	\$ -	\$ 67,331
Canadian equities	73,507	-	-	73,507
Foreign equities	71,426	-	-	71,426
Real Estate	10,852	-	-	10,852
Infrastructure	-	-	12,076	12,076
Cash and short term deposits	1,028	-	-	1,028
	\$ 224,144	\$ -	\$ 12,076	\$ 236,220

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Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

7. Management of Financial Risk (continued)

f) Fair value hierarchy (continued)

				2023 Total
				Investment Assets
	Level 1	Level 2	Level 3	at Fair Value
Bonds and debentures	\$ 66,949	\$ -	\$ -	\$ 66,949
Canadian equities	62,242	-	-	62,242
Foreign equities	58,339	-	-	58,339
Real Estate	11,106	-	-	11,106
Infrastructure	-	-	11,565	11,565
Cash and short term deposits	1,690	-	-	1,690
	\$ 200,326	\$ -	\$ 11,565	\$ 211,891

During the year, there has been no significant transfer of amounts between Level 1 and Level 2. The following table reconciles the fair value of financial instruments classified in Level 3 from the beginning balance to the ending balance:

	<u>2024</u>	<u>2023</u>
<u>Infrastructure</u>		
Fair value, beginning of year	\$ 11,565	\$ 10,855
Gains recognized in increase in net assets	512	871
Purchases	-	-
Sales	-	(161)
	\$ 12,077	\$ 11,565

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Notes to the Combined Financial Statements

For the year ended December 31, 2024

(in \$ thousands)

8. Investment Income

	<u>2024</u>	<u>2023</u>
Bonds and debentures	2,776	2,614
Foreign equities	1,975	1,251
Canadian equities	\$ 1,719	\$ 3,852
Real Estate	814	651
Infrastructure	-	-
Cash, short-term deposits and other	33	99
	<u>\$ 7,317</u>	<u>\$ 8,467</u>
Allocated to:		
Civic Employees' Group Life Insurance Plan	\$ 5,780	\$ 6,721
Police Employees' Group Life Insurance Plan	1,537	1,746
	<u>\$ 7,317</u>	<u>\$ 8,467</u>

9. Investment Transaction Costs

During the period, the *Plans* incurred investment transaction costs in the form of brokerage commissions, in the amount of \$Nil (2023 – \$Nil). Investment transaction costs are included in the current period change in market value of investments.

10. Income Tax Status

On February 28, 2013, the Canada Revenue Agency ("CRA") verbally informed the City of Winnipeg that, in its view, the assets held in the Plans constituted assets that were being held in trust funds and should be reported for income tax purposes as such. CRA further informed that it was prepared to accept the trusts commencing their income tax reporting on a prospective basis starting with the 2013 year, such that years prior to 2013 would not need to be reported. On November 26, 2013, CRA informed the City of Winnipeg in writing that it has extended this administrative relief to December 31, 2013 and on April 27, 2015, CRA again extended relief to December 31, 2015.

Effective August 1, 2015, the *Plans'* assets which earn investment income are held in the New Civic Insurance Fund and New Police Insurance Fund within the *Corporation*. The *Corporation* is wholly owned by the City of Winnipeg. The *Corporation* is considered to be non-taxable as part of municipal government.

Also, effective August 1, 2015, the *Plans'* non-interest bearing assets are held within the Old Civic Insurance Fund and Old Police Insurance Fund, for each of which the *Corporation* is the trustee. The Old Civic Insurance Fund and Old Police Insurance Fund were continued from

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For the year ended December 31, 2024

(in \$ thousands)

10. *Income Tax Status (continued)*

the predecessor *Plans*. As noted above, CRA has previously informed the City of Winnipeg that it was prepared to accept these trusts commencing their income tax reporting on a prospective basis starting in 2016, such that years prior to 2016 would not need to be reported. As currently structured, these trusts will not have any taxable income to report.

11. *Disclosure and Presentation in Financial Statements*

Section 4600, *Pension Plans*, was amended to clarify ambiguity in the standard and provide new guidance where no guidance currently existed. The amendments are effective for annual periods beginning on or after January 1, 2024. The Plan has adopted the amendments in its financial statements for the year ended December 31, 2024 with no material impact on these financial statements.

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 1**

SCHEDULE OF STATEMENT OF FINANCIAL POSITION BY PLANS AND FUNDS

As at December 31

(in \$ thousands)

		2024 Allocated as:					
		Civic Employees' Plan			Police Employees' Plan		
	Civic and Police Employees' Group Life Insurance Plans	Old Civic Insurance Fund	New Civic Insurance Fund	Total	Old Police Insurance Fund	New Police Insurance Fund	Total
ASSETS							
Investments, at fair value							
Canadian equities	\$ 67,331						
Bonds and debentures	73,507						
Foreign equities	71,426						
Real Estate	10,852						
Infrastructure	12,076						
Cash and short-term deposits	1,376						
	236,568	\$ -	\$ 186,623	\$ 186,623	\$ -	\$ 49,945	\$ 49,945
Funds on deposit - Canada Life Assurance Company	(348)	-	(238)	(238)	-	(110)	(110)
	236,220	-	186,385	186,385	-	49,835	49,835
Accounts receivable - dividends	442	-	351	351		91	91
Accounts receivable	16	147	(134)	13	33	(30)	3
Due from The Winnipeg Civic Employees' Pension Plan	53	-	42	42	-	11	11
Total Assets	236,731	147	186,644	186,791	33	49,907	49,940
LIABILITIES							
Accounts payable	358	-	284	284	-	74	74
Premium Payable	281	147	80	227	33	21	54
Total Liabilities	639	147	364	511	33	95	128
LOAN BETWEEN INSURANCE FUNDS	-	186,280	(186,280)	-	49,812	(49,812)	-
NET ASSETS	\$ 236,092	\$ 186,280	\$ -	186,280	\$ 49,812	\$ -	49,812
BENEFIT OBLIGATIONS				80,837			23,525
SURPLUS				\$ 105,443			\$ 26,287

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 1**

SCHEDULE OF STATEMENT OF FINANCIAL POSITION BY PLANS AND FUNDS

As at December 31

(in \$ thousands)

	Civic and Police Employees' Group Life Insurance Plans	2023 Allocated as:					
		Civic Employees' Plan			Police Employees' Plan		
		Old Civic Insurance Fund	New Civic Insurance Fund	Total	Old Police Insurance Fund	New Police Insurance Fund	Total
ASSETS							
Investments, at fair value							
Bonds and debentures	\$ 66,949						
Canadian equities	62,242						
Foreign equities	58,339						
Real Estate	11,106						
Infrastructure	11,565						
Cash and short-term deposits	2,123						
	212,324	\$ -	\$ 167,709	\$ 167,709	\$ -	\$ 44,615	\$ 44,615
Funds on deposit - Canada Life Assurance Company	(433)	-	450	450	-	(883)	(883)
	211,891	-	168,159	168,159	-	43,732	43,732
Accounts receivable - dividends	352	-	279	279	-	73	73
Accounts receivable	16	139	(123)	16	30	(30)	-
Due from The Winnipeg Civic Employees' Pension Plan	13	-	10	10	-	3	3
Participants' contributions receivable	1	-	1	1	-	-	-
Total Assets	212,273	139	168,326	168,465	30	43,778	43,808
LIABILITIES							
Accounts payable	366	-	297	297	-	69	69
Premium Payable	279	139	88	227	30	22	52
Total Liabilities	645	139	385	524	30	91	121
LOAN BETWEEN INSURANCE FUNDS	-	167,941	(167,941)	-	43,687	(43,687)	-
NET ASSETS	<u>\$ 211,628</u>	<u>\$ 167,941</u>	<u>\$ -</u>	<u>167,941</u>	<u>\$ 43,687</u>	<u>\$ -</u>	<u>43,687</u>
BENEFIT OBLIGATIONS				<u>78,366</u>			<u>22,327</u>
SURPLUS				<u>\$ 89,575</u>			<u>\$ 21,360</u>

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 2**

SCHEDULE OF STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS BY PLANS AND FUNDS

For the year ended December 31

(in \$ thousands)

For the year ended December 31 (in \$ thousands)		2024 Allocated as:					
Civic and Police Employees' Group Life Insurance Plans	Civic Employees' Plan			Police Employees' Plan			
	Old Civic Insurance Fund	New Civic Insurance Fund	Total	Old Police Insurance Fund	New Police Insurance Fund	Total	
INCREASE IN ASSETS							
Contributions							
Employees - basic	\$ 459	\$ -	\$ 353	\$ 353	\$ -	\$ 106	
Employees - optional	422	-	293	293	-	129	
	881	-	646	646	-	235	
The City of Winnipeg and participating employers	459	-	353	353	-	106	
Pensioners	88	-	65	65	-	23	
	1,428	-	1,064	1,064	-	364	
Investment income	7,317	-	5,780	5,780	-	1,537	
Current period change in fair value of investments	23,952	-	19,008	19,008	-	4,944	
Total increase in assets	32,697	-	25,852	25,852	-	6,845	
DECREASE IN ASSETS							
Benefit payments	7,284	3,751	3,001	6,752	835	(303)	
Administration	364	-	289	289	-	75	
Claims administration and taxes	334	-	277	277	-	57	
Investment management fees	245	-	192	192	-	53	
Actuarial fees	6	-	3	3	-	3	
Total decrease in assets	8,233	3,751	3,762	7,513	835	(115)	
NET INCREASE (DECREASE) IN NET ASSETS FOR THE YEAR	24,464	(3,751)	22,090	18,339	(835)	6,960	
NET ASSETS, BEGINNING OF YEAR	211,628	167,941	-	167,941	43,687	-	
TRANSFER OF ASSETS BETWEEN INSURANCE FUNDS AT END OF YEAR	-	22,090	(22,090)	-	6,960	(6,960)	
NET ASSETS, END OF YEAR	\$ 236,092	\$ 186,280	\$ -	\$ 186,280	\$ 49,812	\$ -	

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 2**

SCHEDULE OF STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS BY PLANS AND FUNDS

For the year ended December 31

(in \$ thousands)

	2023					
	Allocated as:					
	Civic Employees' Plan			Police Employees' Plan		
Civic and Police Employees' Group Life Insurance Plans	Old Civic Insurance Fund	New Civic Insurance Fund	Total	Old Police Insurance Fund	New Police Insurance Fund	Total
INCREASE IN ASSETS						
Contributions						
Employees - basic	\$ 1,182	\$ -	\$ 880	\$ -	\$ 302	\$ 302
Employees - optional	412	-	291	-	121	121
	1,594	-	1,171	-	423	423
The City of Winnipeg and participating employers	1,175	-	880	-	295	295
Pensioners	219	-	159	-	60	60
	2,988	-	2,210	-	778	778
Current period change in fair value of investments	12,292	-	9,757	-	2,535	2,535
Investment income	8,467	-	6,721	-	1,746	1,746
Total increase in assets	23,747	-	18,688	-	5,059	5,059
DECREASE IN ASSETS						
Benefit payments	7,152	3,573	2,106	755	718	1,473
Administration	304	-	241	-	63	63
Claims administration and taxes	329	-	275	-	54	54
Investment management fees	241	-	190	-	51	51
Actuarial fees	76	-	38	-	38	38
Total decrease in assets	8,102	3,573	2,850	755	924	1,679
NET INCREASE (DECREASE) IN NET ASSETS FOR THE YEAR	15,645	(3,573)	15,838	(755)	4,135	3,380
NET ASSETS, BEGINNING OF YEAR	195,983	155,676	-	40,307	-	40,307
TRANSFER OF ASSETS BETWEEN INSURANCE FUNDS AT END OF YEAR	-	15,838	(15,838)	4,135	(4,135)	-
NET ASSETS, END OF YEAR	\$ 211,628	\$ 167,941	\$ -	\$ 43,687	\$ -	\$ 43,687

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 3**

SCHEDULE OF STATEMENT OF CHANGES IN BENEFIT OBLIGATIONS BY PLANS

For the year ended December 31

(in \$ thousands)

	2024 Allocated as:		
	Civic and Police Employees' Group Life Insurance Plans	Civic Employees' Plan	Police Employees' Plan
<i>INCREASE IN BENEFIT OBLIGATIONS</i>			
Interest on benefit obligations	\$ 5,488	\$ 4,261	\$ 1,227
Benefits accrued	<u>2,817</u>	<u>2,261</u>	<u>556</u>
Total increase in benefit obligations	<u>8,305</u>	<u>6,522</u>	<u>1,783</u>
<i>DECREASE IN BENEFIT OBLIGATIONS</i>			
Benefits paid	<u>4,636</u>	<u>4,051</u>	<u>585</u>
Total decrease in benefit obligations	<u>4,636</u>	<u>4,051</u>	<u>585</u>
NET INCREASE IN BENEFIT OBLIGATIONS	3,669	2,471	1,198
ACCRUED BENEFIT OBLIGATIONS, BEGINNING OF YEAR	<u>100,693</u>	<u>78,366</u>	<u>22,327</u>
ACCRUED BENEFIT OBLIGATIONS, END OF YEAR	<u>\$ 104,362</u>	<u>\$ 80,837</u>	<u>\$ 23,525</u>

**THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 3**

SCHEDULE OF STATEMENT OF CHANGES IN BENEFIT OBLIGATIONS BY PLANS

For the year ended December 31

(in \$ thousands)

	2023 Allocated as:		
	Civic and Police Employees' Group Life Insurance Plans	Civic Employees' Plan	Police Employees' Plan
INCREASE IN BENEFIT OBLIGATIONS			
Interest on benefit obligations	\$ 5,304	\$ 4,143	\$ 1,161
Benefits accrued	<u>2,892</u>	<u>2,311</u>	<u>581</u>
Total increase in benefit obligations	<u>8,196</u>	<u>6,454</u>	<u>1,742</u>
DECREASE IN BENEFIT OBLIGATIONS			
Benefits paid	<u>5,004</u>	<u>4,516</u>	<u>488</u>
Total decrease in benefit obligations	<u>5,004</u>	<u>4,516</u>	<u>488</u>
NET INCREASE IN BENEFIT OBLIGATIONS	3,192	1,938	1,254
BENEFIT OBLIGATIONS, BEGINNING OF YEAR	<u>97,501</u>	<u>76,428</u>	<u>21,073</u>
BENEFIT OBLIGATIONS, END OF YEAR	<u>\$ 100,693</u>	<u>\$ 78,366</u>	<u>\$ 22,327</u>

THE CITY OF WINNIPEG
CIVIC EMPLOYEES' GROUP LIFE INSURANCE PLAN and
POLICE EMPLOYEES' GROUP LIFE INSURANCE PLAN
SCHEDULE 4
COMBINED SCHEDULE OF ADMINISTRATIVE EXPENSES
(in \$ thousands)

	2024 Budget	2024 Actual	2023 Budge	2023 Actua
PROFESSIONAL SERVICES				
<i>Incurring Directly</i>				
Actuarial	\$ 20	\$ 6	\$ 120	\$ 76
Audit	30	26	19	27
Investment Performance Measurement Fees	10	9	10	9
Investment Management Fees	250	245	220	241
Legal	2	-	2	-
Subtotal - Professional Services Incurred Directly	312	286	371	353
<i>Cost Shared with Other Plans</i>				
Consulting	21	12	20	4
Subtotal - Professional Services	333	298	391	357
OFFICE AND ADMINISTRATION - Cost Shared with Other Plans				
Rent	21	26	28	25
Equipment Maintenance - Information Technology	6	6	6	9
Postage	4	3	4	2
Stationary & Printing	3	2	3	2
Conferences, Seminars & Training - Staff	4	1	3	1
Records Management	1	1	1	1
Other	4	2	1	2
Telephone	1	1	1	1
Bank Charges	1	1	1	1
Subtotal - Office and Administration	45	43	48	44
SALARIES AND BENEFITS - Cost Shared with Other Plans	377	258	349	215
FURNITURE AND COMPUTER HARDWARE & SOFTWARE - Cost Shared with Other Plans	11	17	11	5
TOTAL BUDGETED & ACTUAL ADMINSTRATIVE EXPENSES	\$ 766	\$ 616	\$ 799	\$ 621